



**LOWELL PUBLIC SCHOOLS**  
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To: Dr. Joel Boyd, Superintendent of Schools  
From: Dr. James Hall, Chief Operating Officer  
Date: April 26, 2021  
Re: Cafeteria Pay for Summer School 2021

In January 2020, the minimum hourly wage in Massachusetts increased to \$12.75 per hour. In January 2021, it rose to \$13.50 per hour and will go to \$14.25 per hour in January 2022.

According to the Department of Labor Standards ("Applicability of M.G.L.c 151 to Town Employees"), Legislative intent excludes state employees from the Commonwealth's minimum wage which extends to employees of municipalities as well (see March 1, 2019 memo). However, it is important that we continue to provide competitive wages to our staff in order to attract the quality employees and to fully staff our workforce which will continue to provide community meals and service the summer schools. Thus, I request the following vote of the School Committee:

"To approve the following hourly rates of pay for volunteer summer work for cafeteria employees:

|                   |               |
|-------------------|---------------|
| DRIVER:           | \$20.00/hour  |
| CAFETERIA WORKER: | \$20.00/hour  |
| COOK:             | \$22.00/hour" |

These rates of pay per hour will be in effect from June 17, 2021 until the day before the start of the 2020/2021 school year. These are also the same rates that were approved for volunteer work last summer.